

Teaching Intensive Stream – Further to Arbitration Award of May 7, 2021

Modify Article 16.2 as follows:

16.2 Teaching Stream

16.2.1 “Teaching Stream” faculty have neither Probationary nor Tenured status, but are hired on fixed-term contracts of three to five years (other than in exceptional circumstances) to fulfill Teaching & Teaching-Related Duties and Service, as well as Professional Practice/Research in accordance with article 27.4.2

16.2.2 Teaching Stream faculty:

16.2.2.1 May hold the Rank of Lecturer or Assistant Professor;

16.2.2.2 Are Partial-Load or Maximum-Load;

16.2.2.3 Have no job security beyond the contract period 3 to 5 years (renewable);

16.2.2.3.1 Where a Teaching-Stream faculty member receives a third contract, the third contract shall have no end date.

16.2.2.4 Are subject to Performance Review prior to any renewal of contract

(NEW) 24.6 Permanent Status Review for Teaching-Intensive Stream Faculty

24.6.1 A Permanent Status Review will be conducted prior to 3rd contract being issued in order to make a recommendation for Permanent Status per article 16.2.2.3.1. The review will assess overall performance, ensure adherence to standards and expectations with regard to Teaching & Teaching-Related Duties, Professional Practice/Research (if applicable) and Service as outlined in Article 20 and Appendix B.

24.6.2 Teaching-Intensive Stream faculty will submit the materials as described in Article 24.6.5 that are required for Permanent Status Review no later than October 15th in the final year of their 2nd contract. In the event additional time is required to prepare the application for Permanent Status, a one-time extension of one (1) academic year may be granted by mutual agreement.

24.6.3 Materials are reviewed by the Permanent Status Review Committee, as described in Article 24.6.5, who will make its recommendation for Permanent Status to the Dean of Faculty. The Dean of Faculty will make every effort to notify candidates of the results of their application no later than March 31st.

24.6.4 Permanent Status shall be granted to an applicant who demonstrates to the Permanent Status Review Committee that they fully meet expectations. The criteria for assessment will be based on: Teaching & Teaching-Related Responsibilities, Professional Practice/Research (if applicable), and Service, as outlined in Article 20 and Appendix B, and will be commensurate with their Teaching Stream workload distribution in the above listed areas.

24.6.5 The materials for Permanent Status Review may include any or all of the following:

24.6.5.1 Cover letter giving a history of their work at OCAD University and their intentions for further professional development

24.6.5.2 Curriculum Vitae (C.V): including research or professional practice e.g. publications, presentations, shows, and other areas of professional output

24.6.5.3 Teaching Dossier: may include statement of teaching philosophy, description of teaching innovations, any teaching recognitions, and documentation of 3 recent courses

24.6.5.4 Performance Reviews for the last renewal

24.6.5.5 A statement of service highlights

24.6.5.6 A description of research and/or practice (if applicable)

24.6.5.7 Applicants may include other material relevant to their Teaching & Teaching-Related Responsibilities and quality of teaching

24.6.6 The Chair of the Teaching Stream Permanent Status Review Committee shall, in consultation with the candidate, determine the names of three (3) mutually-agreed upon referees external to the University, of whom one (1) shall be selected by the Chair, and three (3) mutually-agreed upon referees internal to the University, of whom one (1) shall be selected by the Chair. Such referees must have sufficient subject expertise and knowledge of the candidate's achievements to make dispassionate and critically-informed judgments. Selected referees shall be asked to comment on the candidates' contribution in the areas of pedagogy, service and professional practice/research (if applicable), and shall be provided with the relevant sections of Appendix B to provide context in this regard.

24.6.7 The review for Permanent Status may include an interview process, which may include a public job talk focusing on member's areas of Teaching, Research and/or Professional Practice

24.6.8 The Program Chair (or designate) shall conduct a classroom visit to inform the Permanent Status Committee's assessment of the candidates teaching.

24.6.9 The review for Permanent Status Committee consists of the following.

24.6.8.1 Dean of Faculty, or designate (Chair, non-voting except in the case of a tie);

24.6.8.2 Associate Dean of Faculty (Voting)

24.6.8.3 The applicant's Program Chair. If the Program Chair has been designated as the Chair of this committee this position may be filled by one (1) Tenured or Tenure-Track faculty member selected by the Chair from the Home Faculty's Tenured/Tenure-Track faculty (Voting);

24.6.8.4 One (1) permanent Teaching Stream faculty member selected by the Chair (Voting), ideally from the home faculty. If no permanent Teaching Stream faculty member is available, this position may be filled by a Tenured or Tenure-Track Faculty member from the home faculty;

24.6.8.5 Up to one (1) additional faculty member who may be added at the discretion of the committee, for diversity and/or specific expertise (Voting)

24.6.10 The appropriate Dean of Faculty (or designate) will meet with each faculty member to discuss their Review for Permanent Status. The results of the review for Permanent Status are communicated to the faculty member in writing following this meeting. If a Teaching Stream faculty member fails to achieve Permanent Status as a result of the Permanent Status Review, their employment will continue only to the end of the current contract.